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H. J. HEINZ COMPANY

Extent of Union Organization
May, 1957

Research Department
International Brotherhood of Teamsters
Washington 1, D. C.

H. J. HEINZ COMPANY

INTRODUCTION

The report is designed to indicate the present status of union organization at the various plants and establishments of the H. J. Heinz Company, and the unions which have bargaining rights at these locations.

A brief statement on the company's structure, organization, products, and profits is included.

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H. J. HEINZ COMPANY

H. J. Heinz Co., is a leading processor and packer of quality food products. Its extensive line, sold under the widely advertised Heinz trademark "57 Varieties," is marketed directly, and through wholesalers and jobbers, to independent retail outlets and restaurants, organized buying groups, supermarkets, and chain store companies.

Principal products are soups, baby foods, ketchup and other tomato products, baked beans, pickles, vinegar, spaghetti and macaroni, chili con carne, jellies, puddings and mince meat, and condiments. Heinz also distributes a few items produced by others, such as "Magic" dehydrated onions.

In early 1956, Heinz began marketing soups, stews and certain other products through automatic coin operated hot food vending machines in industrial plants.

SCOPE OF OPERATIONS

Heinz operates 12 plants, 115 vegetable and pickle receiving stations, salting houses, and pea viners, located in important agricultural producing areas throughout the United States and Canada.

The main plant is at Pittsburgh, Pa. Other principal units are at Chambersburg, Pa.; Bowling Green, Ohio; Fremont, Ohio; Medina, N. Y.; Tracy, Calif.; Watsonville, Calif.; Muscatine, Iowa; Holland, Mich.; Winchester, Va.; and Salem, New Jersey.

The Company's subsidiaries outside the United States engage both in manufacturing and sales operations. The Company's Canadian subsidiary, H. J. Heinz Co. of Canada, Ltd., has its main plant at Leamington, Ontario, Canada. Other foreign plants are located in England, Australia, and Spain.

The Company maintains 48 distributing warehouses, 21 subwarehouses and 103 district sales offices in principal cities throughout the United States. Subsidiaries have warehouses in important centers in Canada, the British Isles and Australia.

EMPLOYEES

Heinz employs more workers outside the United States than in this country. As of May 2, 1956, the Company reported 8,000 workers in the United States and 8,300 in foreign countries.

OFFICERS AND DIRECTORS a/

Officers:

H. J. Heinz, II - Pres.; Frank Armour, Jr. - Exec. V. P.; John D. Scott - V.P.; Ross E. Jones, Jr. - V.P.; F. B. Cliffe - V.P. & Sec'y; J. F. Allen - V.P. (For. Oper.); C. A. Brinkman - Treas.; N. E. Daniels - V.P. (Pur.); R.B. Gookin - Compt.; B.D. Graham - V.P. (Mktg.); Charles Heinz - V.P. (Pers.); F.C. Heinz - V.P. (Ind. Rel.); C.L. Rumberger - V.P. (Res. & Qual. Control); and P. K. Shoemaker - V.P. (Mfg.)

Directors:

P.J. Allen; Frank Armour, Jr.; B.D. Graham; F.B. Cliffe; W.B. Cormack; J.L. Given; Charles Heinz; H.J. Heinz, II; P.T. Sherk; H.N. Riley; C.L. Rumberger; A.L. Schiel; P.K. Shoemaker; and N.E. Daniels.

Principal Offices:

1062 Progress St. (P.O. Box 57), Pittsburgh 30, Pa.

Annual Meeting:

Second Friday in September.

SELECTED FINANCIAL DATA

Approximately 45% of the Company's total sales comes from its foreign operations. The Company's foreign operations also contribute more than two-thirds of its total profits.

	<u>Year Ending Approx. April 30</u>		<u>Six Months Ending October 31:</u>	
	<u>1956</u>	<u>1955</u>	<u>1956</u>	<u>1955</u>
Net Sales	\$262,425,046	\$234,179,207	\$139,762,995	\$128,740,122
Operating Income	26,790,948	23,516,641		
Income Tax	10,907,900	9,147,265		
Net Income	10,583,944	8,782,324	5,549,391	5,380,391
Balance After Dividends (Retained Earnings)	7,243,844	5,433,029		
Earnings Per Share (Common Stock)	\$6.09	\$5.02	\$3.20	\$3.10

a/ See the pages immediately following for the corporate affiliations of the officers and directors of this company.

Officers:

*H.J. Heinz, II - Pres.
Mellon National Bank & Trust Co., Pittsburgh, Pa. - Dir.
*Frank Armour, Jr. - Exec. V.P.
John D. Scott - V.P.
Ross E. Jones, Jr. - V.P.
*F.B. Cliffe - V.P. & Sec'y
*J.P. Allen - V.P. (For. Oper.)
C.A. Brinkman - Treas.
*N.E. Daniels - V.P. (Pur.)
R.B. Gookin - Compt.
*B.D. Graham - V.P. (Mktg.)
*Charles Heinz - V.P. (Pers.)
F.C. Heinz - V.P. (Ind. Rel.)
*C.L. Rumberger - V.P. (Res. & Qual. Control)
*P.K. Shoemaker - V.P. (Mfg.)

Directors:

*Officers who are Directors; other Directors below.

W.B. Cormack - Dir.
J.L. Given - Dir.
F.T. Sherk - Dir.
H.N. Riley - Dir.
A.L. Schiel - Dir.

EXTENT OF UNION ORGANIZATION a/

Of the 12 known processing plants of the H. J. Heinz Co., two are known to be organized by Teamster local unions; seven by other unions, and no information is available on the remaining three plants. (Table 1)

Of the seven non-IBT organized plants, five are represented by the Amalgamated Meat Cutters and one each by the Retail, Wholesale and Department Store Employees and United Packinghouse Workers. (Table 2)

Among the Company's several hundred or more receiving stations, salting houses, pea viners, distributing warehouses and subwarehouses, and district sales offices, Teamsters local unions have bargaining rights in 46, as follows: Central Conference - 21; Eastern Conference - 14; Western Conference - 9; and Southern Conference - 2. (Table 3)

Table 1

Extent of Union Organization in Processing Plants and Other Known Operations of H. J. Heinz Co., by Teamster Conference Area

Conference Area	Processing Plants Number Organized by:				Other Than Processing Plants
	Total	IBT	Other Unions	No Information	IBT Organized
Central	5	-	4	1*	21
Eastern	5	-	3	2	14
Southern	-	-	-	-	2
Western	2	2	-	-	9
Total	12	2	7	3	46

*There are indications that this plant is unorganized.

a/ No comprehensive check could be made of the status of organization at each location because of the deadline placed upon completion of this report. Therefore, the above remarks and following data represent a compilation of only the material which was readily available in our office.

Table 2

Union Organization in Processing Plants at H. J. Heinz Co.,
By Teamster Conference Area & Plant Location

<u>Plant Location</u>	<u>Union</u>
<u>Central Conference</u>	
Muscatine, Iowa	Butcher Workmen #431
Holland, Mich.	RWDSU #705
Bowling Green, Ohio	Butcher Workmen #667
Fremont, Ohio	No Information 1/
Leamington, Ontario, Canada	Packinghouse Workers
<u>Eastern Conference</u>	
Salem, N. J.	Butcher Workmen #56
Medina, N. Y.	Butcher Workmen #34
Chambersburg, Pa.	No Information
Pittsburgh, Pa.	Butcher Workmen #325
Winchester, Va.	No Information
<u>Western Conference</u>	
Tracy, Calif. 2/	IBT #601
Watsonville, Calif. 2/	IBT #912

- 1/ There are indications that this plant is unorganized.
2/ California Processors and Growers Agreement

Table 3

Teamster Organization in Other Than Processing Plants, of
H. J. Heinz Co., by Teamster Conference Area & Location

<u>Location</u>	<u>Union</u>
<u>Central Conference</u>	
Peoria, Ill.	IBT #627
Ft. Wayne, Ind.	IBT #414
Indianapolis, Ind.	IBT #135
Des Moines, Iowa	IBT #394
Wichita, Kans.	IBT #795
Louisville, Ky.	IBT #89
Detroit, Mich.	IBT #337
Grand Rapids, Mich.	IBT #406
Duluth, Minn.	IBT #346
St. Paul, Minn.	IBT #120
St. Paul, Minn.	IBT #503
Kansas City, Mo.	IBT #955
St. Louis, Mo.	IBT #610
St. Louis, Mo.	IBT #688

<u>Location</u>	<u>Union</u>
<u>Central Conference (contd.)</u>	
Cincinnati, Ohio	IBT #100
Cincinnati, Ohio	IBT #661
Columbus, Ohio	IBT #413
Youngstown, Ohio	IBT #377
Beaver Dam, Wisc.	IBT #437
Milwaukee, Wisc.	IBT #200
Plymouth, Wisc.	IBT #56
<u>Eastern Conference</u>	
Pittsburgh, Pa. (whse)	IBT #249
Hartford, Conn. (whse)	IBT #559
Portland, Me. (whse)	IBT #340
Baltimore, Md. (whse)	IBT #570
Scranton, Pa. (whse)	IBT #229
Boston, Mass. (Cambridge, Mass.) (whse)	IBT #829
Albany, N.Y. (whse)	IBT #294
Buffalo, N.Y. (whse)	IBT #558
Syracuse, N.Y.	IBT #317
Johnstown, Pa. (whse)	IBT #110
Allentown, Pa. (whse)	IBT #773
Clarksburg, W.Va. (whse)	IBT #913
Huntington, W.Va. (whse)	IBT #505
Wheeling, W.Va. (whse)	IBT #697
<u>Southern Conference</u>	
Knoxville, Tenn.	IBT #621
Dallas, Tex.	IBT #745
<u>Western Conference</u>	
Alameda County, Calif.	IBT #853
Berkley, Calif. (CP&G Agmt.)	IBT #750
Vancouver, B.C., Canada	IBT #842
Isleton, Calif. (CP&G Agmt.)	IBT #857
Denver, Colo.	IBT #435
Los Angeles, Calif.	IBT #595
Portland, Oreg.	IBT #206
Oakland, Calif.	IBT #70
Seattle, Wash.	IBT #117